

KRA Name/Objectives	Measurable Criteria	Total KRA Weightage	Distributed Weightage
Code Quality, productivity and on time delivery	Write clean, stable code that meets the DXP coding and security guidelines	50%	10.00%
Code Quality, productivity and on time delivery	Deliver on all Sprint tasks on time		10.00%
Code Quality, productivity and on time delivery	Number of comments per PR and number of PR declined in a month		10.00%
Code Quality, productivity and on time delivery	ZERO p1 bugs on production with 2 weeks of release.		10.00%
Code Quality, productivity and on time delivery	Preparation of TDD and flow charts documentation as per project requirements	50%	10.00%
Adherence to Effective DXP SDLC	Ensure you participate both actively and punctuality in daily scrum meetings. You should not be	20%	6.00%
Adherence to Effective DXP SDLC	Every story/task should have appropriate subtasks		6.00%
Adherence to Effective DXP SDLC	Every JIRA should have proof on unit testing		8.00%
Continuous Improvement of Domain, Technical and business communication Skills	Relevant training/sessions need to be attended	20%	4.00%
Continuous Improvement of Domain, Technical and business communication Skills	Learn one new technology/certification every year.		4.00%
Continuous Improvement of Domain, Technical and business communication Skills	One of the listed below		
Continuous Improvement of Domain, Technical and business communication Skills	blog post or Techtalks		
Continuous Improvement of Domain, Technical and business communication Skills	15 contributions on Stack Overflow	20%	
Continuous Improvement of Domain, Technical and business communication Skills	Contribution to opensource community		4.00%
Continuous Improvement of Domain, Technical and business communication Skills	Join all meetings on time		4.00%
Continuous Improvement of Domain, Technical and business communication Skills	Always on, always responsive from 9am to 11pm - Every email to be responded within 24hrs. E		4.00%
Accountability	To acquire ownership and responsibility of the features developed by you	10%	5.00%
Accountability	Responsible for Knowledge Transfer to other team member during your absence		5.00%
Total		100%	100%